



ARTICLE 3200 ACADEMIC PERSONNEL

AR 3211.7 Equivalency Process for Full-Time Faculty Positions

1. Announcements for full-time faculty positions shall include as required qualifications that the candidate must possess one of the following:
 - Qualifications that are at least equivalent to the minimum qualifications determined by the Board of Governors, or
 - An appropriate valid California Community College Credential.

Announcements shall also contain a statement encouraging potential applicants who believe they possess qualifications at least equivalent to the minimum qualifications determined by the Board of Governors to apply.

2. The screening committee shall review all applications, transcripts, and other materials submitted by candidates for the position to determine that each candidate selected for a committee interview has met the minimum qualifications for hire in that discipline or possesses an appropriate valid credential.
3. In determining equivalency, the screening committee shall use the Guidelines for Determining Equivalency to Minimum Qualifications for Faculty Positions (AR 3211.9) in reviewing evidence submitted by the applicant to decide whether or not the candidate possesses qualifications at least equivalent to the minimum qualifications for the discipline.
4. If a candidate selected for a final interview with the Superintendent/President has qualified for the position through the equivalency process, the screening committee shall certify the equivalency by preparing a detailed statement describing the basis for the equivalency and the evidence that was used in making this determination. The Office of Human Resources shall verify the equivalency information. This statement shall be forwarded to the Superintendent/President before the final interview.

Reference: Education Code Section 87355, 87356, 87359
Reviewed and/or Updated 9/2003, 6/2013